

**2024-2025 HCEA Job Satisfaction Survey**

**HAMMOND HS**

<b>Questions</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Does not apply</b>	<b>Grand Total</b>	<b>% Agree</b>	<b>% Disagree</b>
1) Overall, morale at my worksite is good	16	6	23	43		88	25.0%	75.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	19	4	34	30		87	26.4%	73.6%
3) I personally feel successful in my work.	54	19	12	3		88	83.0%	17.0%
4) I feel involved in decision-making at my school/worksite.	23	2	33	26	3	87	29.8%	70.2%
5) I want to be involved in decision-making at my school/worksite.	54	24	6	1	3	88	91.8%	8.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	34	7	25	20	2	88	47.7%	52.3%
7) In my school/worksite, I am treated as a professional.	41	14	25	7		87	63.2%	36.8%
8) There is good teamwork among staff in my school/worksite.	38	16	23	11		88	61.4%	38.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	45	4	22	7	9	87	62.8%	37.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	37	14	27	10		88	58.0%	42.0%
11) My work performance is evaluated fairly.	50	13	18	6	1	88	72.4%	27.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	28	6	28	21	5	88	41.0%	59.0%
13) I am provided adequate work and storage space to prepare for and do my job.	49	26	10	1	2	88	87.2%	12.8%
14) My administrators/supervisors respect the negotiated contracts.	52	9	15	6	4	86	74.4%	25.6%
15) My planning time is respected by my school administrations/supervisors.	44	5	21	4	14	88	66.2%	33.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	15	3	23	37	10	88	23.1%	76.9%
17) In my school, student misbehavior interferes with learning.	33	37	8	7	3	88	82.4%	17.6%

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18) Too much instructional time is spent administering assessments.	24	8	37	2	17	88	45.1%	54.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	24	2	33	22	6	87	32.1%	67.9%
20) Increased workload has contributed to a decline in my morale.	33	28	19	5	3	88	71.8%	28.2%
21) I am paid fairly.	27	1	28	31		87	32.2%	67.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	54	11	10	3	7	85	83.3%	16.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	34	1	32	18	3	88	41.2%	58.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	54	23	7	1	2	87	90.6%	9.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	51	6	18	7	6	88	69.5%	30.5%
26) In my position, I receive appropriate and adequate support and training.	46	6	28	7		87	59.8%	40.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	6	35	41		88	13.6%	86.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	14	4	36	31	2	87	21.2%	78.8%
29) During this current school year, I have experienced harassing behavior from parents.	20	3	37	22	5	87	28.0%	72.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	21	6	38	1	21	87	40.9%	59.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	30	5	24	6	21	86	53.8%	46.2%
32) In my school/worksite, I spend too much time in meetings.	25	12	39	3	9	88	46.8%	53.2%
33) In my school, there is adequate support for special education students.	23	5	34	20	5	87	34.1%	65.9%